

Bakkafrost - GRI Standards Content Index 2018

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

Please note, where page numbers are given without a link, these refer to: www.bakkafrost.com/media/2012/2018-sustainability-report.pdf



GRI STANDARD NUMBER	DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, REFERENCES, AND COMMENTS
GRI 101: FOUNDATION 2016			
ORGANIZATIONAL PROFILE			
GRI 102: GENERAL DISCLOSURES 2016	102-1	Name of the organization	Bakkafrost
GRI 102: GENERAL DISCLOSURES 2016	102-2	Activities, brands, products, and services	Fishmeal; fish oil, fish feed, hatcheries, farming, FSV, harvesting, processing, packaging
GRI 102: GENERAL DISCLOSURES 2016	102-3	Location of headquarters	Glyvrar, Eysturoy
GRI 102: GENERAL DISCLOSURES 2016	102-4	Location of operations	Faroe Islands
GRI 102: GENERAL DISCLOSURES 2016	102-5	Ownership and legal form	Listed on: Oslo Børs
GRI 102: GENERAL DISCLOSURES 2016	102-6	Markets served	page 4 and 10 (under 'Why it is important')
GRI 102: GENERAL DISCLOSURES 2016	102-7	Scale of the organization	page 4 (and page 10 latest Annual Report www.bakkafrost.com/en/investor-relations/reports-and-presentations/)
GRI 102: GENERAL DISCLOSURES 2016	102-8	Information on employees and other workers	page 4, 15 and data under Healthy People Data at www.bakkafrost.com/sustainability/data
GRI 102: GENERAL DISCLOSURES 2016	102-9	Supply chain	page 24 (under 'Why it is important') and 33 (under 'Local value generation')
GRI 102: GENERAL DISCLOSURES 2016	102-10	Significant changes to the organization and its supply chain	page 6 (under 'Looking back at 2018') 14 (under 'Why it is important') 36 (under 'Notes on the report')
GRI 102: GENERAL DISCLOSURES 2016	102-11	Precautionary Principle or approach	page 35 (under 'Sustainability management and governance')
GRI 102: GENERAL DISCLOSURES 2016	102-12	External initiatives	page 9, 36, 38 (under 'Engagement mechanisms' and 'Voluntary memberships')
GRI 102: GENERAL DISCLOSURES 2016	102-13	Membership of associations	page 5, 22, 38 (under 'Voluntary memberships') and list under Healthy Communities Data at www.bakkafrost.com/sustainability/data
STRATEGY			
GRI 102: GENERAL DISCLOSURES 2016	102-14	Statement from senior decision-maker	page 6-7
ETHICS AND INTEGRITY			
GRI 102: GENERAL DISCLOSURES 2016	102-16	Values, principles, standards, and norms of behaviour	www.bakkafrost.com/en/bakkafrost_about-us/bakkafrost_about-us/bakkafrost_vision-mission/
GOVERNANCE			
GRI 102: GENERAL DISCLOSURES 2016	102-18	Governance structure	page 35 (under 'Sustainability management and governance')

GRI STANDARD NUMBER	DISCLOSURE NUMBER	DISCLOSURE TITLE	LOCATION, REFERENCES, AND COMMENTS
STAKEHOLDER ENGAGEMENT			
GRI 102: GENERAL DISCLOSURES 2016	102-40	List of stakeholder groups	page 37-38
GRI 102: GENERAL DISCLOSURES 2016	102-41	Collective bargaining agreements	page 15
GRI 102: GENERAL DISCLOSURES 2016	102-42	Identifying and selecting stakeholders	page 35, 37
GRI 102: GENERAL DISCLOSURES 2016	102-43	Approach to stakeholder engagement	page 37-38
GRI 102: GENERAL DISCLOSURES 2016	102-44	Key topics and concerns raised	page 37-38
REPORTING PRACTICE			
GRI 102: GENERAL DISCLOSURES 2016	102-45	Entities included in the consolidated financial statements	Page 91 latest Annual Report www.bakkafrost.com/en/investor-relations/reports-and-presentations/
GRI 102: GENERAL DISCLOSURES 2016	102-46	Defining report content and topic Boundaries	page 35 and 37
GRI 102: GENERAL DISCLOSURES 2016	102-47	List of material topics	page 36
GRI 102: GENERAL DISCLOSURES 2016	102-48	Restatements of information	page 36
GRI 102: GENERAL DISCLOSURES 2016	102-49	Changes in reporting	No changes
GRI 102: GENERAL DISCLOSURES 2016	102-50	Reporting period	page 3
GRI 102: GENERAL DISCLOSURES 2016	102-51	Date of most recent report	12 March 2019
GRI 102: GENERAL DISCLOSURES 2016	102-52	Reporting cycle	page 35
GRI 102: GENERAL DISCLOSURES 2016	102-53	Contact point for questions regarding the report	page 7, 38
GRI 102: GENERAL DISCLOSURES 2016	102-54	Claims of reporting in accordance with the GRI Standards	page 36 (under 'Notes on the report')
GRI 102: GENERAL DISCLOSURES 2016	102-55	GRI content index	https://www.bakkafrost.com/media/2010/2018-gri-index.pdf
GRI 102: GENERAL DISCLOSURES 2016	102-56	External assurance	Our Sustainability Report and content on www.bakkafrost.com/sustainability has not been externally assured. For further information about assurance of our Annual Report and Accounts go to https://www.bakkafrost.com/en/investor-relations/reports-and-presentations .
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
ETHICAL CONDUCT: ANTI-CORRUPTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 11 (under 'Ethical conduct') and 32
GRI 205: ANTI-CORRUPTION 2016	205-3	Confirmed incidents of corruption and actions taken	page 11 (under 'In 2018, we:')

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ETHICAL CONDUCT: ANTI-COMPETITIVE BEHAVIOUR			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	www.bakkafrost.com/en/bakkafrost_investor/bakkafrost_corporate-governance/
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	page 11 (under 'In 2018, we:')
ENERGY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 24, 28
GRI 302: ENERGY 2016	302-1	Energy consumption within the organization	page 29 (under 'Energy consumption')
WATER			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 27, 30
GRI 303: WATER 2016	303-1	Water withdrawal by source	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
	Own Disclosure	Recycled water	page 27
EMISSIONS			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 27, 28, 30
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	Page 29 (under 'Energy consumption')
GRI 305: EMISSIONS 2016	305-2	Energy indirect (Scope 2) GHG emissions	Page 29 (under 'Energy consumption')
LOCAL POLLUTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 24-25 and 28
GRI 304: BIODIVERSITY 2016	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Data under Healthy Environment Data www.bakkafrost.com/sustainability/data
	Own Disclosure	Wildlife Fatalities	Information under Healthy Environment Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Fallow Time Between Production Cycles (weeks)	Information under Healthy Environment Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Organic Loading of Seabed	Information under Healthy Environment Data at www.bakkafrost.com/sustainability/data

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WASTE			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 24 (under 'Why it is important') and 25, 26, 28
GRI 301: MATERIALS 2016	301-1	Materials used by weight or volume	www.bakkafrost.com/sustainability/data
HEALTH, SAFETY AND WELLBEING			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 14, 16
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	page 16 and data under Healthy People Data www.bakkafrost.com/sustainability/data
HUMAN CAPITAL			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 8 (under 'Healthy people') and 14-16
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	Data under Healthy People Data www.bakkafrost.com/sustainability/data
GRI 401: EMPLOYMENT 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 15 (in white box)
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	Data under Healthy People Data www.bakkafrost.com/sustainability/data
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	page 14 (under 'Human capital') and data under Healthy People Data www.bakkafrost.com/sustainability/data
COMMUNITY ENGAGEMENT AND TRANSPARENCY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 31-33
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments, and development programs	page 8, 30, 32-33 (under 'Community engagement and transparency')
GOVERNMENT REGULATION AND COMPLIANCE			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 10-11
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	419-1	Non-compliance with laws and regulations in the social and economic area	page 11 (under 'In 2018, we:')

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BIOSECURITY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 21 (under 'Biosecurity')
	Own Disclosure	Fish escapes	page 18 (under '2018 Performance')
COLLABORATION AND CERTIFICATION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 22
	Own Disclosure	Supply chain certification	page 22
	Own Disclosure	Number of sites certified to ASC	page 22
CUSTOMER SATISFACTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 8 (under 'Healthy business and Healthy salmon') and 12
	Own Disclosure	Net promoter score	page 8 (under 'Healthy business')
FISH HEALTH & WELFARE			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 20-21
	Own Disclosure	Fish mortality rate	page 20
	Own Disclosure	Causes of reduced survival	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Sea lice levels	page 20
	Own Disclosure	Sea lice treatments	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Medicine in-bath treatment	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Medicine use in feed	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
	Own Disclosure	Non-medicinal delousing methods	page 20 (under 'Fish health and welfare')
	Own Disclosure	Antibiotic use	page 20 (under 'Fish health and welfare')
	Own Disclosure	Vaccinations use	Information under Healthy Salmon Data at www.bakkafrost.com/sustainability/data
INNOVATION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 12 (under 'Innovation')
	Own Disclosure	Amount of money spent on new innovations	page 13
INTERNATIONAL RELATIONS			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 12 (under 'International relations')

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LOCAL VALUE GENERATION			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 33
	Own Disclosure	Percentage of products and services sourced locally	page 33
	Own Disclosure	Taxes paid	page 33
	Own Disclosure	DKK invested in community projects	page 33
PRODUCT QUALITY			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 8, 12, 18-20
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assesment of the health and safety impacts of product and service caterogies	Data under Healthy Salmon Data www.bakkafrost.com/sustainability/data
	Own Disclosure	Customer quality score	page 20
	Own Disclosure	Omega 3 levels	page 19
	Own Disclosure	Omega 6 ratio	page 19
	Own Disclosure	Nutritional profile	page 19
	Own Disclosure	Toxicity levels reference	page 19
RESPONSIBLE LEADERSHIP			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 31-32 (under 'Responsible leadership')
SUSTAINABLE FISH FEED			
GRI 103: MANAGEMENT APPROACH 2016	103-1, 103-2, 103-3	Management Approach	page 26
	Own Disclosure	Feed conversion ratio	page 28 (under 'Climate change and energy')
	Own Disclosure	Feed composition	page 26

